

MCRC FROST CALL 007-02 DATED 21 NOVEMBER 2001

From: Commanding General, Marine Corps Recruiting Command

Subj: WEIGHT WAIVERS FOR ENLISTMENT (CONTRACTING) AND ACCESSION
(SHIPPING) WHO EXCEED ESTABLISHED MARINE CORPS WEIGHT STANDARDS

Ref: (a) MCO P1100.72B Military Personnel Procurement Manual (MPPM)
(b) CG MCRC Policy Letter 7-97 dated 28 April 1997
(c) ALMAR 326/97 DTG 011000Z Oct 97 MCO 6100.10B Change 3
(d) MCRC Frost Call 005-98 dated 18 November 1997

1. Purpose. To provide criteria guidance for weight waivers of enlisted applicants who exceed enlistment (contracting) and accession (shipping) standards contained in reference (a).

2. Background. References (b), (c) and (d) contained new guidelines for determining acceptable weight standards to contract applicants into the Delayed Entry Program (DEP) and ship Marine poolers to recruit training. Waivers received at this Command have not always followed the established procedures due to ambiguity and contradiction of the established policies contained in these references.

3. Information. Reference (c) contains the Marine Corps Policy on determining Body Fat Percentage (BFP) for male and females. The Body Fat Percentage allowed limits are: 18% or less Males, and 26% or less Females. These standards are referred to as the Anthropometric Standards.

4. Action.

a. Contracting Weight Waivers. Tables 3-8/3-9 of reference (a) contain the weight standards for enlistment into the Delayed Entry Program (enlistment) for males and females. Waivers of these standards can be forwarded to MCRC G-3 Enlisted Operations, only in cases that meet the following criteria:

- (1) Males **18% or less** Body Fat Percentage/Females **26% or less** Body Fat Percentage
- (2) Pass the Initial Strength Test (IST) as follows:

<u>EVENT</u>	<u>MALES</u>	<u>FEMALES</u>
Pullup/Flex Arm Hang	2	12 seconds
Crunches (2 minutes)	44	44
1 1/2 Run	13:30	15:00

b. Shipping Weight Waivers. Table 3-9 (Females) and 3-12 (Males) of reference (a) contain the weight standards for accession (shipping) to recruit training. Table 3-11 contains waiver requirements for NPS Shipping Weight Waivers. Waivers of these standards can be forwarded to CG Region via Districts, only in cases that meet the following criteria:

- (1) Males **18% or less** Body Fat Percentage/Females **26% or less** Body Fat Percentage.

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(2) Pass the Initial Strength Test (IST) as follows:

<u>EVENT</u>	<u>MALES</u>	<u>FEMALES</u>
Pullup/Flex Arm Hang	2	12 seconds
Crunches (2 minutes)	44	44
1 1/2 Run	13:30	15:00

c. Waivers submitted on applicants or poolees who exceed both weight standards contained in Tables 3-8, 3-9, 3-10, or 3-12 of reference (a) and Body Fat Percentage limitations contained in reference (c), will be treated as EXCEPTION TO POLICY WEIGHT WAIVERS, and will be personally reviewed and decisioned by the MCRC Commanding General.


d. MCRC Frost Call 005-98 is cancelled.

e. Change MCRC CG Policy Letter 7-97, paragraph 1.d.(4), line 2, to read: "**IST**" vice "**PFT**", and strike all remaining words of that paragraph. Change paragraph 1.e.(8) to reflect the IST requirements contained in this Frost Call.

f. Reference (a) page 3-104, paragraph 3273.4, line 7 to read "**IST**" vice "**PFT**" and strike all remaining words of that sentence. Table 3-11 Rule 4, Column B, change "**PFT**" to "**IST**" and strike all remaining words. Table 3-11 Note 4, change "**PFT**" to "**IST**" and strike all remaining words of sentence.

5. This Frost Call will be incorporated into the next formal change to reference (a).

6. Point of contact at this command, is M. J. Styka, MCRC G-3, at commercial (703) 784-9403 or DSN 278-9403.


D. L. MCMANUS
By direction



UNITED STATES MARINE CORPS
MARINE CORPS RECRUITING COMMAND
2 NAVY ANNEX
WASHINGTON DC 20380-1775

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28 Apr 97

POLICY LETTER 7-97

From: Commanding General, Marine Corps Recruiting Command

Subj: FEMALE RECRUITING

1. In August, a female recruiting and recruit training conference was held at Parris Island, South Carolina. As a result of the conference, the problems associated with female recruiting were defined and critical vulnerabilities determined. Subsequent to the conference, a working group convened to discuss enhancements and improvements to female recruiting. The working group provided several recommendations for transforming the female recruiting process and implementing systematic change in the recruiting of females. By focusing and implementing a smarter approach to female recruiting and shipping we can positively effect quality, make better females Marines, and reduce unacceptable levels of female attrition in the Delayed Entry Program (DEP), at the recruit depots, and during the first enlistment. Accordingly, the following policy will be implemented:

a. A female 8412 will be assigned to the MCRD, Parris Island Recruit Liaison Section as soon as possible. Her primary responsibility will be to screen each female recruit prior to commencement of training. Additional responsibilities may be developed by the Commanding General, Eastern Recruiting Region to focus on the unique problems and concerns of females.

b. Regions will ensure districts and recruiting stations establish procedures for the interviewing of each female poolee by a female Marine prior to shipment to recruit training. The interviewer can be officer or enlisted, recruiter or "A" billet depending upon who is available at the recruiting station or within the district. Established procedures will be reviewed during the biennial region operations, quality control, and training inspection of each recruiting station.

c. Regions must ensure that districts and recruiting stations actively prospect for females. It is time to hold the recruiter and NCOIC accountable for contacting females whose

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names appear on lists. We must prospect for those females possessing qualities that enhance their capability to complete their DEP time, ship to recruit training, successfully complete recruit training, and complete a full enlistment. That profile is: young (17-20), I-IIIA, athletic (passes IST), held leadership positions, and within the Marine Corps retention height and weight standards.

d. The following guidance is in addition to that contained in the MPPM ENLPROC:

(1) All females are required to pass the IST prior to shipping to recruit training.

(2) Education Level. Tier III female enlistments require a district level waiver and no moral/drug waivers above district level.

(3) Mental Groups (MG)

(a) MG IIIB (31-49 AFQT) require a waiver and no moral or drug waiver above the district commanding officer level.

(b) MG IV (21-30 AFQT) female enlistments are not desired, but are authorized in exceptional cases. Enlistment of MG IV females is restricted to women of quality who have compiled a credible record of successful participation in at least two or more of the following: church/synagogue youth groups, school clubs, athletics, civic youth organizations, and part or full time employment. MG IV female enlistments must be:

- 1 Approved by the district commanding officer
- 2 Tier I high school graduate
- 3 Term of enlistment for four years only
- 4 No moral/drug waiver above RS level

(4) Weight waivers for females are not authorized unless the individual is under the body fat percent and passes the PFT, ~~scoring second class or higher.~~ **IST,**

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e. Requirements while in the DEP.

(1) Well planned pool activities will be conducted for all poolees. Females will be integrated with male poolees and emphasis will be placed on working as a team. Females will be treated in a fashion similar to males and will receive like training.

(2) Females, like all poolees, will be treated with firmness, fairness, compassion, dignity, and respect. Sexual harassment and hazing will not be tolerated. Each poolee (male and female) will be counseled and briefed on their right to protection from harassment and discrimination upon DEP-in.

(3) As much as practical, female drill instructors or previous successful drill instructors or recruiters who were drill instructors will attend pool functions acting as mentors. Former drill instructors on active duty can also be used through the Permissive Temporary Additional Duty (PTAD) Program.

(4) The recruiting station will actively seek females on active duty or in SMCR units to attend pool functions and assist in the recruiting process.

(5) Females home on "boot leave" will be encouraged to attend pool functions or meet with females in other capacities when possible.

(6) As stated previously, every female will be interviewed by a female Marine at least once prior to shipping to recruit training.

(7) Every female will view the female recruit training video.

(8) Every female will pass the IST prior to shipping
1 1/2 mile run in less than ~~16~~¹⁵ minutes, ~~30 seconds~~; ~~15~~ seconds flexed
arm hang; ~~25 sit ups~~ or more in two minutes.) **12**
44 CRUNCHES

f. Pre-Ship Interview

(1) Command group member will interview all females prior to ship and document that all requirements have been met.

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(2) Direct ship females must be approved by the district commanding officer and will be authorized only under special circumstances.

g. Female recruiting, and more importantly, female attrition must be addressed at every level. Focus on this most important issue must begin with the senior leadership. Recruiters and NCOICs must be held accountable to actively prospect, mentor, and train female poolees.

2. Policy Letter 6-97 dated 4 April 1997 is canceled.



J. W. KLIMP

Distribution:

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MPPM

Officer concurs and the applicant can wear standard size uniforms.

2. Waiver authority for non-prior service applicants who exceed retention standards by more than five percent is the Marine Corps District, and is contained in Rule 2 of Table 3-11. Region CG's have the authority to waive applicants who exceed retention weight by more than ten percent, and is contained in Rule 3 of Table 3-11. Waiver requests must include the results of a recent Initial Strength Test (IST) and whether or not the applicant meets Marine Corps anthropometric standards. Refer to MCO 6100.10B for anthropometric standards. The official standards for the IST are detailed in paragraph 3274.

3. Waiver requests for overweight prior service (Marine) applicants must be submitted to the CG MCRC for consideration.

4. Waivers for applicants who exceed initial accession standards, as outlined in tables 3-8 and 3-9, on page 3-107 and 3-108, will be submitted to the Region CG for consideration. The standard waiver format should be followed in preparing waiver requests. Submit waiver requests only for those individuals with a body fat content of 18% or less for males, and have passed an I.S.T., and 26% or less for females, and have passed a ~~P.F.T.~~, **IST**, ~~scoring 2nd class or higher~~. Use the Marine Corps anthropometric standards contained in MCO 6100.10 as a guide. **In no case will a waiver be submitted for an individual who exceeds both initial accession weight standards and anthropometric standards.**

5. Waiver requests for applicants not meeting height standards will be forwarded to the commanding general of the respective recruiting region. Waivers for these applicants must include specific information pertaining to uniform size (e.g., shoe size 12, neck 16, waist 34, etc.). This will allow the appropriate recruiting region to determine if an applicant can be fitted into a standard-size uniform. **Heights below 58 inches cannot be waived.**

6. The Medical Remedial Enlistment Program (MREP) authorizes enlistment of non-prior service regular male applicants with certain specific physical defects other than weight. MCO 1130.51 applies.

3274. INITIAL STRENGTH TEST (IST).

1. The minimum standards for passing the Initial Strength Test are as follows:

TABLE 3-11**WAIVER REQUIREMENTS FOR SHIPPING NPS TO RECRUIT TRAINING.**

	A	B	C
R	If a shipper is:	and	then:
U			
L			
E			
1	5% or less over retention weight	passes IST	no waiver required
2	more than 5% over retention weight	passes IST	district CO waiver required
3	more than 10% over retention weight	passes IST and meets anthropometric standards	region CG waiver required
4	overweight female	passes PFT IST minimum second class score	region CG waiver required

NOTE 1: Table 3-12 provides weights corresponding to 5% and 10% over retention standards.

NOTE 2: For official standards for the IST, refer to paragraph 3274.

NOTE 3: For Marine Corps anthropometric standards, refer to MCO 6100.10.

NOTE 4: Weight waivers for females are not authorized unless the individual is under the body fat percent contained in MCO 6100.10 and passes the PFT scoring a second class or higher.

NOTE 5: Weight waivers are not authorized for any shipper who requires recruit training and cannot pass the IST.

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MCRC FROST CALL 005-98 DATED 18 NOVEMBER 1997
(Corrected Copy)

From: Commanding General, Marine Corps Recruiting Command

Subj: WEIGHT WAIVERS FOR ENLISTMENT/SHIPPING THAT EXCEED THE
MARINE CORPS RETENTION STANDARDS

Ref: (a) MCO P1100.72a, Military Personnel Procurement Manual,
Volume 2 Enlistment Procurement (Short Title MPPM)
(b) ALMAR 326/97 DTG 011000Z Oct 97, Chg 3 to MCO 6100.10B
(c) CG MCRC Policy Letter 7-97 dated 28 April 1997

1. Purpose. To provide criteria for weight waivers for enlisted applicants exceeding initial accession standards, for shipping to recruit training, outlined in Tables 3-8 and 3-9 of reference(a).

2. Background. Reference (b) established the new guidelines for determining acceptable weight standards for Marines using body fat percentages as the final determination factor. Recently waivers received at this command have not utilized the new specifications contained in reference (b). Presently the body fat limits for all Marines/shippers are 18% male and 26% female.

3. Information. Currently the way to measure body fat entails the following guidelines per reference (b):

a. Male Marines:

- (1) Height (without shoes, **rounded to nearest half inch**)
- (2) Neck circumference (flush with bottom of larynx, **round up to nearest half inch**)
- (3) Abdominal circumference (level to deck at navel, **round down to nearest half inch**)
- (4) Determine body fat by subtracting the neck measurement from the abdominal measurement and compare this value against the height measurement. An example is height 69", neck 17", abdomen 36". Subtract neck (17) from abdomen (36) to get 19. Compare 19 against table (circumference value) for 69 inches and it is determined that body fat is 17%. This is within the established standards for males of 18%.


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b. Female Marines:

- (1) Height (without shoes, **rounded to nearest half inch**)
- (2) Neck circumference (flush with bottom of larynx, **round up to the nearest half inch**)
- (3) Waist circumference (usually located about half-way between navel and lower end of sternum [breast bone], **rounded down to the nearest half inch**)
- (4) Hip circumference (while facing Marines right side place tape around hips so it passes over the greatest protrusion of the buttocks as viewed from the side. Ensure tape is level and parallel to the deck, **rounded down to the nearest half inch**)
- (5) Determine body fat by adding the waist and the hip measurements, subtracting the neck measurement, and comparing values against the height measurement. An example is waist 24", hip 39", [total 63"], subtract neck (14") from waist/hip total, to get 49. Compare 49 against table (circumference value) for 69 inches and it is determined that body fat is 17%. This is within the established standards for females of 26%.

4. Action. **All male weight waivers must contain a passing IST score, all females, in accordance with reference (c), a passing PFT score, and the information in paragraph 3 above.** Your attention is directed to the last sentence in paragraph 3273.4 of reference (a), **"In no case will a waiver be submitted for an individual who exceeds both the initial accession weight standards and anthropometric standards"**. **MCRC WILL NOT entertain any weight waivers who exceed body fat of 18% male, or 26% female.**


R. W. INGLES
By direction